

PERFORMANCE RATING STANDARDS

The Lab's performance rating standards are designed to provide a summary statement of the overall level of performance of the staff member for the entire appraisal cycle. At a minimum, staff are expected to maintain a level of performance that meets objectives established for the appraisal cycle.

The following seven performance rating standards have been established by which to evaluate the overall performance of JLab staff:

SUPERIOR	Overall performance level sets a standard of excellence in achieving objectives and making significant and important contributions to the success of the Laboratory.
NOTABLY ABOVE STANDARDS	Overall performance level consistently exceeds high standards for achieving important objectives and making major contributions to the success of the Laboratory.
ACHIEVES HIGH STANDARDS - PLUS	Overall performance level consistently achieves and sometimes exceeds high standards for meeting all job duties and objectives and contributes to the success of the Laboratory.
ACHIEVES HIGH STANDARDS	Overall performance level achieves high standards in all job duties and objectives, and results in a level of performance that contributes to the success of the Laboratory.
ACHIEVES HIGH STANDARDS - MINUS	Performance needs further development in selected areas to be fully effective in contributing to the success of the Laboratory.
SIGNIFICANTLY BELOW EXPECTATIONS	Overall performance level falls significantly below expectations for meeting objectives. Immediate, substantial improvement in key areas is necessary (within 90 days) for acceptable performance that contributes to the success of the Laboratory.
UNACCEPTABLE	Overall performance level consistently fails to achieve standards for meeting objectives. Fails to make meaningful contribution to the success of the Laboratory.